



DEPARTMENT OF PERSONNEL MANAGEMENT

Office of the Secretary

CIRCULAR INSTRUCTION NO: 14 OF 2025

DATE: 29TH OCTOBER, 2025

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TO: ALL DEPARTMENTAL HEADS
ALL PROVINCIAL ADMINISTRATORS
HEADS OF PUBLIC AUTHORITIES
ALL CEOs OF HOSPITALS AND PUBLIC HEALTH AUTHORITIES
ALL PUBLIC SERVANTS

SUBJECT: OBSERVATION OF THE 20 DAYS OF HUMAN RIGHTS ACTIVISM CAMPAIGN FROM THE 20TH NOVEMBER – 10TH OF DECEMBER, 2025

This Circular Instruction serves to inform all Departmental Heads, Provincial Administrators and Heads of Agencies on the observation and commemoration of the annual **20 Days of Human Rights Activism Campaign** in the public service that commences on the 20th of November and ends on 10th of December 2025.

The Official Launching of the 20 Days of Human Rights Activism Campaign

The "20 Days of Human Rights Activism Campaign" (20 DHRAC) in Papua New Guinea is part of the global movement that began with the "16 Days of Activism Against Gender- Based Violence". In 2008, the United Nations Secretary-General in support of this initiative, launched the campaign - UNITE by 2030 to End Violence against Women and runs parallel to the 16 Days of Activism.

The 20 Days of the Human Rights Activism Campaign in the National Public Service is delivered through its various GESI Help Desks through the Public Service Male Advocacy Network (PS MAN). The PS MAN work in solidarity towards the prevention and elimination of violence against women and girls in the workplace, homes and communities.

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launch this year's campaign on Thursday, 20th of November in Mt. Hagen in partnership with the Western Highlands Provincial Government.

The launch will be witnessed by representatives from the political arena, government agencies, Civil Society Organisations (CSOs), Non – Government Organisation (NGOs), Faith- Based Organisations (FBOs) and individuals.

This year's 20 DHRAC Theme

The UNITE Campaign annually focuses on a specific theme and this year's **international theme is "UNiTE to End Digital Violence against All Women and Girls."** This theme focuses on combating online violence and harassment through government legislation intervention, tech company accountability and promoting safer digital spaces.

While the national theme remains the same as last year's as **"It's My Responsibility – Let's Work Together to Prevent All Forms of Violence."**

This is an individual call to action that emphasizes the need for personal ownership and accountability in ensuring that safe cyber practices are applied in the dissemination of digital information and in the use of online platforms.

In addressing the rise of digital violence against women and girls, let us all raise our voices and work in collaboration to create cyber safety awareness in our families, communities and workplaces.

Public Service 20 DHRAC - Days of Observation

The official dates of observation are scheduled hereunder; All agencies are therefore encouraged to organise activities:

Date of Observation	Event	Event Objective	Colour
November 20	International Children's Day	World Children's Day is UNICEF's global day of action for children, by children, marking the adoption of the Convention on the Rights of the Child. The 2025 theme for Universal Children's Day is "Listen to the future. Stand up for children's rights". This theme emphasizes empowering children to voice their opinions and ensuring their rights to education, participation, and a thriving future are upheld.	Blue
November 25	International Day for the	This event represents a crucial opportunity to reflect and take	Orange

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	Elimination of Violence Against Women	action against the multiple forms of violence that continue to affect the lives, health, and opportunities of women and girls. In this 30th anniversary year of the Beijing Declaration and Platform for Action; the UNiTE campaign focuses on a rapidly growing phenomenon: digital violence. This form of violence, present in online environments, undermines the safety, dignity, and participation of women and girls in the digital space	
November 29	International Women's Rights Defender's Day	The International Women's Day (IWD) 2025 theme is "For ALL women and girls: Rights. Equality. Empowerment." according to the UN, which emphasizes unlocking equal opportunities, creating a feminist future, and empowering the next generation. While some sources highlight the theme of "Accelerate Action" as the main theme, this is a call to action within the broader theme. "For ALL women and girls: Rights. Equality. Empowerment". Calls to action: - Unlock equal rights, power, and opportunities for all. - Create a feminist future where no one is left behind. - Empower the next generation, particularly young women and adolescent girls.	Purple, Green and White
December 01	World AIDS Day	World AIDS Day serves as an important reminder that we must remain steadfast in our commitment to prevent new HIV infections and provide essential services to all people living with HIV globally	Red

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December 03	International Day for Persons with Disabilities	The official United Nations theme for the International Day of Persons with Disabilities 2025 is "Fostering disability inclusive societies for advancing social progress." It aims to promote the rights and well-being of persons with disabilities in all spheres of society and development and to increase awareness of the situation of persons with disabilities in every aspect of political, social, economic and cultural life.	Purple
December 05	International Volunteer's Day	International Volunteer Day, commonly known as IVD, is celebrated on 5 December every year. It started as an international observance mandated by the United Nations General Assembly in 1985. It is a day where volunteers are acknowledged and the spirit of volunteerism is promoted at the local, national and international levels. United Nations Volunteers joins IVD celebrations with UN Volunteers and all volunteers around the world—amplifying the importance of people-led solutions to our common challenges.	Red
December 09	International Anti – Corruption Day	The theme for the 2025 International Anti-Corruption Day is "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity," with a specific focus on how young people can advocate for and implement anti-corruption measures.	Red
December 10	International Human Rights Day	The official theme for International Human Rights Day 2025 is "Our Everyday Essentials", announced by the UN Human Rights Office. This	Blue

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		Essentials", announced by the UN Human Rights Office. This theme focuses on the fundamental rights that are crucial to daily life. In this period of turbulences and unpredictability, where many feel a growing sense of insecurity, disaffection and alienation, the theme of Human Rights Day is to reaffirm the values of human rights and show that they remain a winning proposition for humanity. Through this campaign, we aim to re-engage people with human rights by showing how they shape our daily lives, often in ways we may not always notice. Too often taken for granted or seen as abstract ideas, human rights are the essentials we rely on every day. "	
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Let us all call to action. For a safer PNG, where all women and girls can live free from violence and fear.


TAIES SANSAN (MS)
 Secretary



“RISE UP, STEP UP, SPEAK UP”